



## Retail HRBP

### Job Information

**Recruiter**

[Cornerstone Recruitment Japan K.K.](#)

**Hiring Company**

Italian Luxury Brand

**Job ID**

1455125

**Industry**

Apparel, Fashion

**Company Type**

International Company

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

Negotiable, based on experience

**Refreshed**

March 28th, 2025 09:01

### General Requirements

**Minimum Experience Level**

Over 6 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Native

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

### Job Description

**[JOB RESPONSIBILITIES]**

- HR Planning
  - Discuss and align with the retail management on forecasting and planning of talent pipeline requirements
  - As Retail HRBP, provide HR specialist advice and direction to the leaders
- Retail Talent Acquisition
  - Create annual staffing plan with the business and recruiting strategy with Talent Acquisition

- Interview candidates to appropriately assess their competencies, potential and company fit
- Performance Management
  - Upgrade and Implement performance management practices in line with the central HQ and the Japan branch guidelines
- Compensation & Benefits
  - Support Senior HRD and C&B Specialist for salary survey, market trends to adjust C&B policies and procedures
- Employee Relations
  - Ensure an open employee communication process and employee and management relations

#### **[REQUIREMENTS]**

- BS in Business Administration and Human Resources or BA in Humanities
- Understanding of Labor Law, Compensation & Benefit, HR Operations, and its hands-on implementation
- 5+ years of overall HR experience and minimum 3 years of HRBP experience
- Native Japanese and Business Level English
- Advanced PC skills (Word/Excel/PowerPoint)

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#### **Company Description**

**Cornerstone Recruitment Japan is focused on placing bilingual professionals in a wide range of market leading companies.**

Focusing across all sectors, we leverages the network of our experienced consultants to provide both clients and candidates with high end service levels and most importantly results.

We are passionate about helping our clients in securing the best talent on the market, by introducing unique profiles who can give them the edge in an increasingly competitive recruitment market.

Established in 2019, in partnership with Cornerstone Global Partners and with investment from Morgan Stanley, Cornerstone Recruitment Japan strives to be the recruitment partner of choice for all Tokyo based clients and candidates.

#### **Our Mission**

The Cornerstone. As every building requires a cornerstone, we believe people are the cornerstone of every great company. Our recruitment experts are passionate about bringing together great people with great companies.

#### **Our Business Sectors**

- Accounting & Finance
- Financial Services
- Human Resources and Office Professionals
- Industrial
- Information Technology
- Legal & compliance
- Life Science
- Supply Chain & Procurement
- Marketing
- Sales

#### **Our Services**

##### **• Contingency**

Many clients choose to utilize our success based contingent recruitment service. We take the time to fully understand the job brief before presenting a tailored shortlist of 5 to 6 candidates from our expansive existing network. This service comes with no obligation to hire and our clients only pay a fee when the successful candidate joins.

##### **• Retained**

Our retained service is particularly successful for clients with high profile/critical hiring needs, or niche searches that involve a significant amount of time unearthing candidates from outside our existing network. Clients who choose our retained service benefit from the introduction of exclusive headhunted candidates and top prioritization from the Cornerstone team.

##### **• Market Entry**

With a wealth of experience in the Japan market, our consultants have successfully helped many clients enter the Japan market. We can help you secure that critical first hire, as well as providing a consultation service, to make sure that your business is well prepared for all the initial hurdles it will face.